

Service Area Strategic Plan

Department of Social Services (765)

Service Area 9 of 33

Temporary Assistance for Needy Families (TANF) Employment Services (765 452 12)

Description

This service area is responsible for workforce services provided to current and former TANF program participants. The Virginia Initiative for Employment not Welfare (VIEW) program, a component of this service area, is a workforce program operated by local departments of social services and provides services to individuals receiving TANF cash assistance payments or who have recently exited the TANF program for employment. The primary goal is to enact proven service approaches and strategies that help current and former TANF clients prepare to enter, succeed and advance in the workplace. VIEW offers a wide range of workforce services including job readiness classes, job search assistance, education, training, community work experience placements (internships), and subsidized employment. VIEW also offers support services such as child care, transportation and purchases of work related items like uniforms.

In addition to VIEW, the Department contracts with public and private entities to provide job retention and wage advancement services to hard-to-serve TANF participants and those who have exited the TANF program. Services are procured through a competitive process and funding is contingent upon performance.

Background Information

Mission Alignment and Authority

- *Describe how this service supports the agency mission*

By helping individuals gain skills and find employment, the Virginia Initiative for Employment not Welfare (VIEW) program assists low-income families in overcoming poverty and building strong futures for themselves, their families, and their communities.

- *Describe the Statutory Authority of this Service*

Public Law 104-193, the Personal Responsibility and Work Opportunity Act passed in August of 1996

Code of Federal Regulations (CFR 45) – Title 45 are regulations for Public Welfare and outline eligibility for cash assistance and employment programs.

§63.2-608 Code of Virginia, is the state law that establishes and provides guidelines to establish and administer Virginia Department of Social Services, employment program. Virginia's employment program is Virginia Initiative for Employment, not Welfare (VIEW). TANF recipients that able to work are referred to VIEW.

§63.2-609 Code of Virginia, is the state law that allows Virginia to exempt some TANF recipients from VIEW.

§63.2-610, Code of Virginia, is the state law that provides case management for VIEW.

§63.2-611, Code of Virginia, is the state law that allows case management for VIEW cases. All VIEW clients are assigned to a case manager who explains the VIEW program and provide supportive services such as child care, transportation, crisis and screens for barriers to employment.

§63.2-612, Code of Virginia, is the state law that allows participants in the VIEW program to receive 24 months of TANF, be off of TANF for 24 to 36 months and then be eligible to reapply for TANF.

§63.2-613, Code of Virginia, is the law which allows a VIEW participant to receive more than 24 months of TANF if the participant can show a hardship. If the participant is granted a hardship he may continue to receive TANF for up to 12 more months. The hardship approval will allow the client to participant in employment related education and training.

Customers

Agency Customer Group	Customer	Customers served annually	Potential annual customers
Businesses (served unknown; potential unlimited)	Businesses (served unknown; potential unlimited)	0	0
Community and Volunteer Organizations (potential unlimited)	Community Collages (Potential Unlimited)	2	0
Community and Volunteer Organizations (potential unlimited)	Community Service Board (potential unlimited)	1	0
Businesses (served unknown; potential unlimited)	For Profit (potential unlimited)	1	0
Governmental Entities (served unknown; potential unlimited)	Local Departments of Social Services	120	120
Individuals, Children and Families (served unknown; potential unlimited)	Low-income individuals and families	30,803	100,000
Businesses (served unknown; potential unlimited)	Non-profits (Served Unknown, Potential unlimited)	0	0
Community and Volunteer Organizations (potential unlimited)	Workforce Investment Board (potential unlimited)	1	0

Anticipated Changes To Agency Customer Base

From 2000 to 2006 (most recent Census data), the number of Virginians living in poverty increased to 760,000, representing 10 percent of Virginia's total population. As a result, the number of TANF-eligible households is likely to rise along with the number of TANF participants enrolled in the VIEW program. As discussed previously, the Deficit Reduction Act of 2005 increased the number of TANF recipients who are required to participate in the VIEW program. This change in federal regulations will continue to be the most significant factor affecting the customer base for this service area.

Partners

Partner	Description
Local Departments of Social Services	
State Agencies	
Virginia Institute for Social Services Training Activities (VISSTA)	

Products and Services

- *Factors Impacting the Products and/or Services:*

Among the most significant factors impacting the services in this area are the increasing number of individuals living in poverty in the Commonwealth and the changes required by the reauthorization of the TANF program in the Deficit Reduction Act (DRA) of 2005. The legislation enacted in February 2006 required statutory changes as well as realignment of resources to meet new federal mandates. Important DRA provisions also changed the allowable uses of state funds which altered Virginia's ability to exempt certain individuals from the work requirement. The most significant change required the Department and its partners to provide employment services to twice as many individuals each month, necessitating significant infrastructure changes and allowances for increased demand in TANF-related child care services.

In addition to changes in federal regulations, labor market fluctuations and demands for different skills among employable adults affect the design and delivery of workforce services for TANF recipients.

- *Anticipated Changes to the Products and/or Services*

As the Virginia economy continues to focus on service and information-technological based sectors, the VIEW program must find ways to help participants gain the requisite skills including traditional basic skills along with computer and financial literacy. Few VIEW participants are engaged in education and skills attainment activities, and the program needs to make these services more readily available to prepare participants for today's workforce. Additionally, the VIEW program has recently begun conducting more comprehensive up-front assessment to better meet the needs of participants and comply with the provisions of the American Disabilities Act. As more mental health, cognitive disabilities, and physical disabilities are identified, the mix and scope of support services will need to change to more appropriately meet participant needs. More VIEW participants will need assisted technology for physical limitations and limited English proficiency assistance. Local departments will have to provide services to more clients without increases in federal funding. These supportive services are expensive to provide and many communities lack adequate numbers of providers or geographical access to them.

- *Listing of Products and/or Services*

- Support of organizations serving communities
- Services to promote family stability
- Economic assistance to low income families/individuals or nutrition, child care, health care eligibility, and financial assistance to low income families/individuals
- Services that promote self sufficiency

Finance

- Financial Overview*

This service area consists of the Virginia Initiative for Employment, not Welfare (VIEW) program and the TANF Employment Advancement Grants. The TANF Employment Advancement Grant began December 1, 2004 and is funded using 100 percent federal TANF funds. VIEW funding is a mixture of federal funds and state funds.

- Financial Breakdown*

	Fiscal Year 2009		Fiscal Year 2010	
	General Fund	Nongeneral Fund	General Fund	Nongeneral Fund
Base Budget	\$28,664,640	\$34,574,332	\$28,664,640	\$34,574,332
Change To Base	\$0	\$0	\$0	\$0
Service Area Total	\$28,664,640	\$34,574,332	\$28,664,640	\$34,574,332

Service Area Objectives

- We will assist low-income Virginians to obtain employment by providing high quality workforce services to TANF participants

Alignment to Agency Goals

- Agency Goal: Maximize the economic independence, safety and stability of individuals and families

Objective Measures

- Percent of TANF participants gainfully employed at least six months after program exit

Governor's Key:

Yes

Measure Type:

Output

Measure Frequency:

Quarterly

Key Summary: We will increase the percent of TANF participants gainfully employed at least six months after program exit to 65% by June 30, 2010.

Measure Baseline: 58% of former TANF participants were employed 6 months after program exit in SFY 2005

Measure Target: 65% of former TANF participants will be employed 6 months after program exit by the end of SFY 2010

Data Source and Calculation: Source – ADAPT and ES202 wage data from VEC; Calculation -- former Virginia Initiative for Employment, not Welfare (VIEW) participants employed 6 months after exiting TANF, divided by the total number leaving VIEW 6 months previous

- Percent of TANF participants engaged in a work activity

Governor's Key:

No

Measure Type:

Outcome

Measure Frequency:

Annual

Frequency Comment: % engaged in work activities

Measure Baseline: 29% of TANF participants were engaged in a work activity in FFY 2005

Measure Target: 50% of TANF participants will be engaged in a work activity by the end of FFY 2010

Data Source and Calculation: Employment Services Program Automated System (ESPAS). The federal participation rate equals the number of individuals enrolled in Virginia Initiative for Employment not Welfare (VIEW) who participate in countable work activities for a requisite number of hours divided by the total number of TANF cases minus Child-Only cases and VIEW-exempt cases.